

**From:** "Blair Taylor" <btaylor@memphistomorrow.org>  
**To:** "Jackson, Channin" <Channin.Jackson@memphistn.gov>  
**CC:** "William Gibbons (wgibbons)" <wgibbons@memphis.edu>  
"Smith, Alexandria" <Alex.Smith@memphistn.gov>  
**Date:** 6/20/2017 10:26:05 AM  
**Subject:** RE: grant amount from Crime Commission

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Yes, thank you. I'm aware you sent the invoice to the crime commission last week and am involved as I'm on the finance committee for the crime commission.

Chief Smith wants to change the annual grant amounts each year to accommodate changes she's making to the retention bonus payout schedule. This would necessitate a change to the grant payment schedule as well.

It would probably help if chief smith and I touch base today or perhaps tomorrow once council meeting is over.

Blair

Blair Taylor  
President  
Memphis Tomorrow  
22 North Front Street, Suite 670  
Memphis, TN 38103  
Office: 901.322.8080  
[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

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From: Jackson, Channin [mailto:[Channin.Jackson@memphistn.gov](mailto:Channin.Jackson@memphistn.gov)]  
Sent: Tuesday, June 20, 2017 9:16 AM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)) <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)>; Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)>  
Subject: RE: grant amount from Crime Commission

Good Morning Blair,

I sent the invoices on last Thursday for the 2<sup>nd</sup> qtr. payment that is due to me by 6/30/17. Are you proposing to change the quarterly payment amount as well as the due dates of the payments? Please see attached the email correspondence I sent to Mr. Gibbons last week.

Please let me know if you have any questions.

Regards,

**Channin L. Jackson, MBA**  
**City of Memphis**  
Budget & Contract Coordinator  
Human Resources Division, Administration  
125 N. Main Street, Rm 406  
Memphis, TN 38103  
(901) 576-6143 direct  
(901) 576-6482 fax  
[channin.jackson@memphistn.gov](mailto:channin.jackson@memphistn.gov)

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From: Smith, Alexandria  
Sent: Tuesday, June 20, 2017 2:15 AM  
To: Blair Taylor  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)); Jackson, Channin  
Subject: RE: grant amount from Crime Commission

I am adding Channin to assist.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)  
Sent: 6/19/2017 3:18 PM  
To: [Smith, Alexandria](#)  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu))  
Subject: RE: grant amount from Crime Commission

Hey there. Just putting this back on your to-do list for once we get through tomorrow's council meeting.

Blair

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Memphis, TN 38103  
Office: 901.322.8080  
[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

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From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Friday, May 5, 2017 6:05 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)) <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)>  
Subject: RE: grant amount from Crime Commission

Will do. I will send something next week.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

---

From: [Blair Taylor](#)  
Sent: 5/5/2017 4:46 PM  
To: [Smith, Alexandria](#)  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu))  
Subject: FW: grant amount from Crime Commission

Alex when we redo the payment schedule for the grant in order to accommodate the proposed changes to the retention bonuses, we need to change the payment schedule to make payments by December 31 and June 30 of each year, including this year.

Let me know once you've recalibrated the annual costs of the total MPD recruit/retain.

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From: Blair Taylor  
Sent: Friday, March 31, 2017 2:48 PM  
To: 'Smith, Alexandria' <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)>  
Cc: Bill Gibbons - MSCC ([wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)) <[wgibbons@memphis.edu](mailto:wgibbons@memphis.edu)>  
Subject: FW: grant amount from Crime Commission

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From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Thursday, February 23, 2017 5:28 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

Yes

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](mailto:Blair.Taylor@memphistn.gov)  
Sent: 2/23/2017 3:29 PM  
To: [Smith, Alexandria](mailto:Smith.Alexandria@memphistn.gov)  
Subject: RE: grant amount from Crime Commission

Since the city's fiscal year is July to June, MSCC should be fine to make quarterly payments at the end of each quarter beginning **June 30, 2017**.

Will that work ok?

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President  
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22 North Front Street, Suite 670  
Memphis, TN 38103  
Office: 901.322.8080  
[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

---

From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Thursday, February 23, 2017 1:39 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>

Subject: RE: grant amount from Crime Commission

Please let us know, that will help us be able to plan.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)  
Sent: 2/23/2017 1:37 PM  
To: [Smith, Alexandria](#)  
Subject: RE: grant amount from Crime Commission

Not sure really. I'll see if I can get a better idea today about when to expect grants. I know autozone typically pays out grants in 4<sup>th</sup> quarter for example.

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---

From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Thursday, February 23, 2017 1:33 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

When you say end of year, do you have a date in mind? For example, Dec 1?

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)  
Sent: 2/23/2017 1:28 PM  
To: [Smith, Alexandria](#)  
Subject: Re: grant amount from Crime Commission

Ok thx

Blair Taylor

Sent from my iPhone

On Feb 23, 2017, at 12:47 PM, Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)> wrote:

Let me talk to Brian and get back to you.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)

Sent: 2/23/2017 10:41 AM  
To: [Smith, Alexandria](#)  
Subject: RE: grant amount from Crime Commission

Alex can the annual grant installments be paid at the end of year? I m worried about cash flow for the crime commission as they will be dependent on the corporations and foundations budget cycles which are different for each.

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[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

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From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Wednesday, February 22, 2017 6:26 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

Thanks!

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)  
Sent: 2/22/2017 6:12 PM  
To: [Smith, Alexandria](#)  
Subject: RE: grant amount from Crime Commission

Hey I took your latest version from legal and added in changes that I made to the version I sent on to Ben and Bill for review. See attached I ve redlined the changes.

Will let you know what I hear back from Ben and Bill tomorrow.

Blair Taylor  
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From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Wednesday, February 22, 2017 5:13 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

[Blair – our legal team had one small update. Attached is the new agreement.](#)

Alex Smith  
Chief Human Resources Officer  
City of Memphis

alex.smith@memphistn.gov  
125 N. Main Street, Room 406 Memphis, TN 38103-2017  
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

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From: Smith, Alexandria  
Sent: Wednesday, February 22, 2017 4:01 PM  
To: 'Blair Taylor' <[btaylor@memhistomorrow.org](mailto:btaylor@memhistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

I updated the numbers for you.

Alex Smith  
Chief Human Resources Officer  
City of Memphis  
alex.smith@memphistn.gov  
125 N. Main Street, Room 406 Memphis, TN 38103-2017  
mobile: 901-395-9378 office: 901-576-6403 fax: 901-576-6482

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From: Blair Taylor [<mailto:btaylor@memhistomorrow.org>]  
Sent: Wednesday, February 22, 2017 3:22 PM  
To: Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)>  
Subject: RE: grant amount from Crime Commission

Yes, was just noticing that!

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From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]

Sent: Wednesday, February 22, 2017 3:06 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission

If you look at the agreement the raw numbers add to \$6.1. I will round up the short hand.

Alex Smith  
City of Memphis, Chief HR Officer  
mobile: 901-395-9378

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From: [Blair Taylor](#)  
Sent: 2/22/2017 3:03 PM  
To: [Smith, Alexandria](#)  
Subject: RE: grant amount from Crime Commission

Hey! Just realized the below adds up to only \$5.9 not 6.1).

Blair Taylor  
President  
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22 North Front Street, Suite 670  
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[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)

---

From: Smith, Alexandria [<mailto:Alex.Smith@memphistn.gov>]  
Sent: Wednesday, February 22, 2017 12:14 PM  
To: Blair Taylor <[btaylor@memphistomorrow.org](mailto:btaylor@memphistomorrow.org)>  
Subject: RE: grant amount from Crime Commission  
Importance: High

We can stay within the budget – but here is the allocation we need in order for us to move forward with the program. Please let me know if the below will work. I will send over the agreement shortly.

- Year 1: \$1.6 Million
- Year 2: \$1.3 Million
- Year 3: \$1.4 Million
- Year 4: \$1.6 Million

Alex Smith  
Chief Human Resources Officer  
City of Memphis  
[alex.smith@memphistn.gov](mailto:alex.smith@memphistn.gov)  
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From: Blair Taylor [<mailto:btaylor@memphistomorrow.org>]

Sent: Wednesday, February 22, 2017 9:57 AM

To: Smith, Alexandria <[Alex.Smith@memphistn.gov](mailto:Alex.Smith@memphistn.gov)>

Subject: grant amount from Crime Commission

Total grant to City from the crime commission will be \$6.1 mill.

Year 1 1,345,000

Year 2 1,585,500

Year 3 1,585,000

Year 4 1,585,000

MT will cover all invoices for HRO partners for services through 2/10/17. (So you'll want HRO partners to revise the contract with you to start on 2/11/17)

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